

FLA Audit Profile			
Country	Samsutsakorn, Thailand	Number of workers	600 +/-
IEM	Kenan Institute Asia	Product(s)	Sweaters
Factory Code	11007426A		
Date of audit	August 27,28, 2002		
Duration of IEM evaluation	8 days		
PC(s)	Ralph Lauren Corporation		

		Findings			COMPANY REMEDIATION		
FLA Code/ Compliance issue	Benchmark and/or legal reference	Monitor's Findings	Documentation	Best Practice	PC remediation plan	Completion Date	Documentation
1. Code Awareness							
Code posting	FLA Principles of Monitoring: Obligations of Companies: B. Create an informed workplace - Ensure that all Company factories as well as contractors and suppliers inform their employees about the workplace standards orally and through the posting of standards in a prominent place (in the local languages spoken by employees and managers) and undertake other efforts to educate employees about the standards on a regular basis.	No FLA or Company code posted in the factory	Visual inspection		Post Company Operating Guidelines in factory in accessible areas where workers can easily review the guidelines.	COMPLETED	PHOTOS SUBMITTED 11/1/02
Worker/management awareness of Code		Management have a very basic knowledge of the code. However, workers were not trained or aware of the code.	Copies of the code were not distributed to management		Factory will conduct training sessions for workers on the code.	COMPLETED- WILL VERIFY THROUGH APRIL 2003 FOLLOW-UP AUDIT HOW EFFECTIVE TRAINING HAS BEEN	TRAINING MATERIAL AND ATTENDANCE SHEETS SUBMITTED
2. Forced Labor							
3. Child Labor							
4. Harassment or Abuse							
Monetary Fines	FLA Compliance Benchmarks III. Harassment or Abuse: Employers will not use monetary fines and penalties for poor performance.	HR policy states that pay deductions are a possible punishment for poor performance	Factory Human Resource Policy		CEASE MONETARY FINES FOR POOR PERFORMANCE IMMEDIATELY.	11/26- WAITING ON FACTORY FOR FURTHER CLARIFICATION ON POLICY, AS WORDING IS DISTURBING 12/16 - COMPLETED - FACTORY HAS SENT FACTORY POLICY ON SUSPENSION FROM WORK. FACTORY DOES NOT FINE WORKERS FOR POOR WORK . IF AN EMPLOYEE IS SUSPENDED FROM WORK, THE WORKER SHALL BE PAID NO LESS THAN 50% OF THE WAGES OF A WORKING DAY. POLO WILL REVERIFY THROUGH APRIL 2003 FOLLOW-UP AUDIT THAT THIS IN FACT IS THE CASE AND THAT NO ONE IS BEING FINED FOR NOT MEETING PRODUCTION QUOTAS.	FACTORY POLICY ON SUSPENSION
5. Nondiscrimination							
6. Health and Safety							
Fire Safety	Thai Law: Notification of Ministry of Interior, RE: safety at work related to fire prevention and protection of workplace for employee's safety FLA Compliance Benchmarks V. Health & Safety: All applicable legally required or recommended elements of safe evacuation (such as posting of evacuation plans, unblocked aisles/exits, employee education, evacuation procedures, etc.) shall be complied with and workers shall be trained in proper safety, first aid, and evacuation procedures.	Narrow & obstructed passageways. Emergency evacuation plans inappropriately posted and difficult to follow. Some of these charts are worn-out/off as well.	visual inspection		EMERGENCY EVACUATION MAPS SHOULD BE REISSUED, WITH EASIER DIRECTIONS TO UNDERSTAND AND POSTED IN VISIBLE AREAS THAT ARE ACCESSIBLE. ALL PASSAGEWAYS SHOULD BE REVIEWED AND CORRECTED TO BE MADE EASILY ACCESSIBLE AND NON OBSTRUCTED	11/26- PARTIALLY COMPLETED. WAITING ON WHAT TYPE OF TRAINING THEY WILL CONDUCT TO MAKE SURE THAT PASSAGEWAYS WILL BE KEPT CLEAR 12/16- COMPLETED - TRAINING COMPLETED, WILL VERIFY THROUGH APRIL 2003 FOLLOW-UP AUDIT HOW EFFECTIVE IT HAS BEEN	PHOTOS OF NEWLY POSTED REVISED EVACUATION MAPS & PHOTOS OF AISLES
Chemical management	Thai Law: Notification of Ministry of Interior, RE: safety at work in work related to hazardous chemicals FLA Compliance Benchmarks V. Health & Safety: All documents required to be available to workers and management by applicable laws (such as policies, MSDS, etc.) shall be made available in the prescribed manner and in the local language or language spoken by majority of the workers if different from the local language.	MSDS in English only and not sent to the government.	document not on file		MSDS SHEET SHOULD BE POSTED IN LOCAL LANGUAGE	11/26- PARTIALLY COMPLETED AWAITING COMPLETION OF ALL CHEMICALS. 2/13 - PARTIALLY COMPLETED - STILL WAITING FOR COMPLETION OF ALL CHEMICALS. 3/27 - WILL VERIFY THROUGH APRIL 2003 FOLLOW UP AUDIT.	MSDS SHEETS FOR 2 CHEMICALS IN THAI SUBMITTED.
Safety policies and procedures	FLA Compliance Benchmarks V. Health & Safety: Employer will comply with applicable health and safety laws and regulations. In any case where laws and code of conduct are contradictory, the higher standards will apply. The factory will possess all legally required permits. All safety and accident reports shall be maintained for at least one year, or longer if required by law. All production machinery and equipment shall be maintained, properly guarded, and operated in a safe manner. Workers should be involved in planning for safety, including through worker safety committees.	OSH meetings not held on a monthly basis. The safety regulations for operation of the boiler are inadequate and lack detailed information. Accident investigation reports lacking information on corrective action. Inadequate machine guarding: sewing machines (needle guard) and washing machine (conveyor). Improvement is necessary in terms of overall training and documentation of procedures in OSH related activities.	visual inspection and lack of proper documentation		OSH MEETING SHOULD BE HELD ON MONTHLY BASIS. SAFETY REGULATIONS FOR BOILER SHOULD BE REVISED TO PROVIDE ADEQUATE & DETAILED INFORMATION. ACCIDENT REPORTING SHOULD HAVE CORRECTION ACTION NEEDED FOR PREVENTION OF THAT TYPE OF ACCIDENT. PROVIDE ADEQUATE MACHINE GUARDING. CONDUCT TRAINING OF OSH GUIDELINES AND IMPROVE DOCUMENTATION OF PROCEDURES	11/26 PARTIALLY COMPLETED - AWAITING BETTER PHOTOS OF MACHINE GUARDING AND ADVISEMENT OF HOW OFTEN OSH MEETINGS WILL BE HELD, CONFIRMATION OF TRAINING ON NEW BOILER REGULATIONS (BY WHOM, WHEN, ATTENDEES) 2/13- PARTIALLY COMPLETED. 3/27 - WILL VERIFY THROUGH APRIL 2003 FOLLOW UP AUDIT.	OSH MEETING NOTES & ATTENDANCE SHEET, REVISED REGULATION OF BOILER, REVISED ACCIDENT REPORT WITH CORRECTIVE ACTION REQUIREMENT, PHOTOS FOR MACHINE GUARDING ( HOWEVER NOT ABLE TO SEE IF PROPERLY GUARDED)

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